

Dear Member,

We are pleased to share with you the January-May 2024 edition of our WISE newsletter. In this edition we will discuss:

- **Looking back:**
 - Workshop 'Be the change you want to see: How being authentic can improve academic culture at TU/e' (by Belle Derks and Jenny Veldman 13.03.2024)
 - Training for scientists: dealing with stress (by Linda van den Bedem and Louise Mennen)
 - Celebration of Int. Day of Women and Girls in Science: "From witness to allies" (TINT/WISE Event, 20.02.2024)
 - Women talking
- **General information**
 - Meet the WISE interview series
- **Upcoming events:**
 - Joint activity WISE and women at ASML (20th June 2024)
 - WISE writing retreat (26-30 August 2024)
 - WISE annual event on 29th October 2024: SAVE THE DATE
- **Women Inspired**

Workshop "Be the change you want to see: How being authentic can improve academic culture at TU/e"

On Wednesday the 13th of March the TU/e network WISE hosted an inspirational morning at the Zwarte Doos. The workshop was meant to address and challenge the competitive and individualistic academic climate that several researchers experience and to discuss alternatives to the present approach.

The workshop featured a lecture and two parallel sessions with Prof. Belle Derks and Dr. Jenny Veldman from Utrecht University on the theme "How being authentic can improve the academic culture". The inspirational lecture by Prof. Derks revealed some interesting discrepancies. Whereas being competitive is valued more strategic than being collaborative in the current academic culture, many academics feel the opposite and see themselves as more collaborative than competitive. As a result, there is a perceived lack of fit. When you feel different from the standard behavior, do you accept this and stay quiet, thereby concluding that nothing will ever change? Or do you confront the situation and colleagues and fight to change the course? We should realize, however, that organizations do not change drastically but tend to adapt slowly and continuously, with the advantage that a lasting change in culture can be achieved. To this purpose, an alternative to hard and direct confrontation was presented. By being an authentic 'tempered radical' you can shift the *status quo* in a smoother, incremental manner. Humor and the search for like-minded spirits among colleagues are equally powerful tools to incrementally change the present culture.

The program continued with two parallel sessions about what culture shifts we would like to see and how we could bring these into reality. The focus was on the small but concrete actions to steadily improve the situation. At the end, highlights of the morning and steps for concrete actions were summarized in an impromptu discussion with the audience.

The workshop was well attended by many different positions at the university - from PhD candidates to full professors and HR staff. We were delighted to welcome in the audience TU/e *rectrix magnifica* Silvia Lenaerts with her full enthusiasm, supporting our mission to change academic culture, the EE vice-dean Marion Matters and EYAE representatives. However, more representation of deans and vice deans in the audience would have been greatly appreciated to actively support our call for change. After all, shifting academic culture will take efforts from both the bottom up as well as the top down, one small step at a time!



By Meike Pieters, Daisy O'Neill, Yagmur Bugday, Anja Palmans and Adriana Creatore

Training for scientists: dealing with stress

Louise Mennen and Linda van den Bedem organized a very interesting and inspiring event on dealing with stress. During these two morning events, about 10 female scientists join an interactive discussion, aimed at exchanging their challenges and get many practical tips on how to deal with stress, including breathing exercises and tips:

- know which situations and behaviors are causing your stress;
- know the effects of your thoughts, emotions, breathing, body and energy on your behavior and life;
- know how to implement practical tools like breathing exercises in your daily life;
- know how to deal with stress by changing your thoughts and behavior through simple and meaningful actions

Celebration of Int. Day of Women and Girls in Science: “From witness to ally”

WISE and TINT organized a joint event to create awareness on the microaggressions and unwanted behaviors that we face in daily life and how to act against them. The event was moderated by Lara Hofstra and started with two success stories. First, Mariska Jansen discussed the student-initiated project “The Confidential Counselor Program”, which aims to educate a group consisting of different experience levels to be peer listeners and provide guidance for the professional support. Secondly, the pilot student wellbeing program at Mechanical Engineering was introduced by Ralph van Ierland. Within the pilot program the goals, events and actions were introduced.

After opening of the event with two successful initiatives, Dr. Marloes Siccama gave an introductory workshop on “the four D’s” of being a bystander. The concept of being a bystander was structured around understanding and evaluating if you have been treated right and developing strategies about feeling comfortable when it comes to talking about your discomfort.

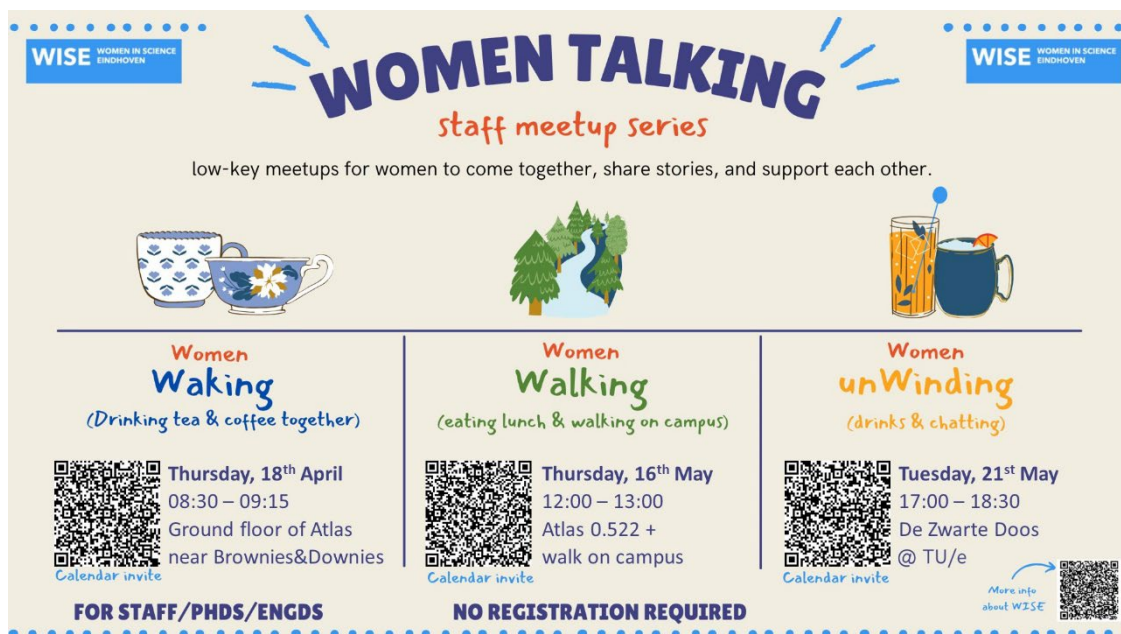
With this event WISE and TINT aimed to motivate the audience to open up the conversation, to share, and to learn how to support each other!



Women Talking

From our members WISE received signals that there is a need for low-key spaces to meet with and talk to other women working at the TU/e, apart from networking moments at events. Because talking with peers isn't just a source of relief; it's a way to share and learn from one another, discovering strategies to navigate these challenges together. Therefore WISE has started the Women Talking gatherings, a collection of low-key meetups where women can come together to share their stories, insights, and support each other.

The first gatherings were organized in March, and more meet-ups followed in April and May. With small groups of women from different departments and with different positions we had nice conversations about our experiences in male-dominated environments. We were happy to see that simply bringing women from different levels together resulted in senior researchers giving advice to junior researchers. Because of the positive feedback of the attendants, WISE will continue with the Women Talking project. We are planning another Women unWinding meet-up before the summer. We hope to see you there!



The poster features a central title 'WOMEN TALKING' in large blue letters with 'staff meetup series' in orange below it. The background is light beige with blue dotted borders. Three event cards are arranged horizontally, each with an illustration (tea/coffee, walking, drinks) and event details. QR codes and 'Calendar invite' links are provided for each event. The WISE logo is in the top corners.

WISE WOMEN IN SCIENCE Eindhoven

WOMEN TALKING

staff meetup series

low-key meetups for women to come together, share stories, and support each other.

Event	Date	Time	Location	Registration
Women Waking (Drinking tea & coffee together)	Thursday, 18 th April	08:30 – 09:15	Ground floor of Atlas near Brownies&Downies	FOR STAFF/PHDS/ENGDS
Women Walking (eating lunch & walking on campus)	Thursday, 16 th May	12:00 – 13:00	Atlas 0.522 + walk on campus	NO REGISTRATION REQUIRED
Women unWinding (drinks & chatting)	Tuesday, 21 st May	17:00 – 18:30	De Zwarte Doos @ TU/e	NO REGISTRATION REQUIRED

Calendar invite

More info about WISE

Meet the WISE interviews

WISE has started the Meet the WISE interview series, because we want to put our members in the spotlight! For this series we interview WISE members in different stages of their career across the university. We hope that their stories, experiences and career paths can be an inspiration to other women at TU/e. Each month a new interview will be published on the [WISE website](#). In April the first interview with Laura van Hazendonk was published. She is a PhD student at CE&C who combines her part-time research with a position in provincial politics. In May you could read about the interesting career path of Beril Korkmaz Erdural, a postdoc researcher at APSE. In the coming months you can look forward to interviews with Astrid Barreiro Berrio, Lenneke Kuijer, Nazanin Farid, Marta Costa Figueiredo and Monica Zakhari.

INTERVIEW WITH

Laura
van
Hazendonk

PhD Candidate at
Chemical Engineering and Chemistry

“We need more
women in politics,
but also more
people with STEM
backgrounds”

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INTERVIEW WITH

Beril
Korkmaz
Erdural

Postdoctoral Researcher at
Applied Physics and Science Education

“My engineering
side is my
powerful side”

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Upcoming events

- **Joint event WISE -Women at ASML (20th June 2024)**

Together with Women@ASML, WISE is organizing a panel discussion structured around the question: How to navigate and stay on track in the world of conflicting demands? With a joint panel containing panelists from ASML and TU/e we are aiming to question the necessity of having a balance and discover the unique definition of balance for individuals in various areas of work and life. Prof. Marion Matters and Dr. Michelle Spanjaards of TU/e will join as panelists. More information about them and the other panelists from ASML can be found [here](#). Please register for the event via [this form](#).

Women in Science Eindhoven & Women@ASML presents

“The Balance” A panel discussion

📅 Thursday, June 20th 2024, 15:30 📍 TU/e Campus | De Zwarte Doos Building

Understanding the balance in work and life.
Discussing the personal/professional growth
and collaboration/individualism.

Please register
here!



WISE WOMEN IN SCIENCE
EINDHOVEN

TU/e

ASML

- **Writing retreat** (26-30 August 2024)

As we did last year, WISE would like to support our members again to work on their personal writing projects by facilitating a WISE writing retreat. This year the writing retreat is organized in the week of 26-30 August. The writing retreat is already fully booked, but if you are still interested to join, please contact us (wise-network@tue.nl) and we can add you to a waiting list.

- **WISE Annual Event** (29th October 2024)

Save the date for the next WISE annual event this fall! This year the event will focus on the diverse timelines and paths in scientific careers. "Navigating in Career Timeline: Unique Journeys in Scientific Careers" aims to challenge the conventional notions of career success and explore the individual journeys that lead to personal and professional fulfillment. More information on the program will follow in the coming weeks.

Women InSpired

Our pick for this edition of our Women InSpired series is prof. Ionica Smeets. She has a background in mathematics and is currently professor in science communication at the University of Leiden, where she researches the gap between experts and the general public. Next to her research on science communication, she actively reaches out to the general public in the media, such as via her weekly column in the Dutch newspaper De Volkskrant, podcasts and TV. Furthermore, she has written several popular science books and books on science communication.

Ionica worked on shaping the new National Center of Expertise on Science & Society, that aims to improve the communication between scientists and society. In 2023 she won the Iris penning prize for excellent science communication.

If you like to propose the next pick for the Women InSpired series, please send an email to e.peri@tue.nl, or g.m.gronska@tue.nl.



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